

Memorandum of Understanding

***Between Aberdeen Township Superior Officers Association
and the Township of Aberdeen.***

This Memorandum of Understanding is entered into between the Aberdeen Township Superior Officers Association and the Township of Aberdeen represented by **Holly Reycraft**, Township Manager, and shall reflect negotiations which took place between the Township Manager and the Superior Officers Association regarding the Collective Bargaining Agreement between the Township of Aberdeen and the Superior Officers Association for the period of January 1, 2013 through December 31, 2015 and is subject to ratification of the members of the Superior Officers Association and the Council of the Township of Aberdeen.

This Memorandum of Understanding shall be for the term of the Collective Bargaining Agreement effective January 1, 2013 through December 31, 2015. (Collective Bargaining Agreement)

Article 32: shall reflect new wording in regards to health benefits supplied by the Township of Aberdeen at retirement. Any employee who retires after twenty – five (25) years of service, credited in the Police and Fireman's Retirement System, or as otherwise required by N.J.S.A. 40A:23-10, and twenty (20) years of service credited with the Township of Aberdeen shall be provided with health insurance as provided to other retirees under this Agreement. If an employee were to retire on a PFRS Disability pension, he/she will retain the same level of health care coverage and contribution as an active member at the time of the disability.

"WELLNESS BENEFIT", the reimbursement will be increased from 200.00 to 700.00 per year.

Premiums, Family \$148.66 and Single \$88.66 per month, will be contributed as per the Township's Alternate Health Care Benefit plan, in accordance with P.L. 2010, c.2 and P.L.2011, c.78. The parties agree that in the event either statute is subsequently rescinded or declared null and void, the employees' premium contribution, if any, will be negotiated at the time the statute is rescinded or declared null and void.

"ADD 5. (F)" : It is agreed that after eight(8) "undocumented" sick days (i.e. days for which the employee has not produced a doctor's note), said officer shall produce a doctor's note for any subsequent sick days utilized during the remainder of the calendar year. It is further agreed and understood that any cost associated with the procurement of the required doctor's note shall be at the officer's sole expense.

Article 29: ADD "2. F": The Townships obligation to limit the reimbursement for all tuition costs to the actual tuition cost incurred or the maximum tuition rate charged at any New Jersey State College in whichever is less.

"B" : to be amended to the following change: College Credit Compensation

Associates Degree: 2,500.00

Bachelors Degree: 3,000.00

Masters Degree: 4,000.00

“C” : Veterans Inccntive: to be amended to the following change:

2,000.00

Article 35: salaries are hereby amended as follows:

The first year of the agreement will maintain the same annual salary as 2012 as the salary increase for 2013 with be 0%. The following year's salaries will increase by 3.0% in 2014 and 3.0% in 2015. The salary for 2015 will be 125,176.00.

2013 \$ 117,990.00

2014 \$ 121,530.00

2015 \$ 125,176.00

“C” : Detective Sergeant Stipend to be amended to the following change:
4,300.00

ADD “E” : Traffic Safety Stipend ;
2,750.00

ADD “F” : add title for a new position, Special Services Sergeant Stipend
2,750.00

Article 41: shall be changed to reflect the new schedule as follows:

NON PLATOON SERGEANT SHIFTS
NIGHT SHIFT BETWEEN 0900 AND 1500

The parties further agree that members of the S.O.A. will be eligible to receive longevity pay for commendable service in accordance with the employee manual.

years 25 + \$2,500.00

ADD “Definitions”

Special Services Scrgcant: A new position created by the Chief of Police who will work a Non – Platoon shift with hours , days and duties to be determined at a later date with the description added to this definition at that time.

DATED: 5/21/2013

Superior Officers Association

Sgt F. Sigismondi
SGT. F. SIGISMONDI

Sgt R. Sosa
SGT. R. SOSA

Sgt. David J. Mauro
SGT. D. MAURO

Sgt D. Oliver
SGT. D. OLIVER

DSG M. O'Dwyer
DSGT. M. O'DWYER

Sgt H. Chevalier #59
SGT. H. CHEVALIER

Sgt M. Lloyd #70
SGT. M. LLOYD

Township of Aberdeen

Holly Reycraft
HOLLY REYCRAFT
Manager

CC: TOWNSHIP ATTORNEY
SUPERIOR OFFICERS ASSOCIATION ATTORNEY